A3940-2U 2/90

A study of 1989-1990 beginning offers

CPC Salary Survey

January 1990

College Placement Council, Inc. • 62 Highland Avenue • Bethlehem, PA 18017

SPECIAL BULLETIN: The ***CPC Salary Survey*** has gone through several revisions in the past few years, most based on the very helpful feedback we've received from our readers. Another change may be imminent.

Some of you have told us that our current practice of providing the 10th and 90th percentiles to define salary ranges does not agree with the "industry standard"—that most people in the field are more accustomed to using the 25th and 75th percentiles instead. CPC has the capability of reporting the ranges in either format, and in the future will report those most useful to our reader majority. So please let us know your preference: take a moment to fill out the ballot included with this report and return the card to CPC. We'll report the results of the poll and adjust the ***Salary Survey*** as needed.

The offers reported in this January 1990 edition of ***Salary Survey*** reflect the wait-and-see attitude of employers recruiting this year's college graduates. With the economy in perhaps its most unpredictable state in a decade, plus a projected decrease in employment in some industries, job offers are coming in very slowly. This trend reinforces information CPC has obtained from other sources indicating a softening of on-campus recruiting activity, generally.

But despite their caution, employers are offering chemical and petroleum engineers starting salaries that have been on an up-trend for more than a year. The number of graduates in chemical and petroleum engineering has dropped dramatically in the past few years, and the resulting supply/demand imbalance is pushing the dollar value of the offers up significantly: the average offer to chemical engineers is now $34,699, up 5.3 percent from last September's year-end report, and that to petroleum engineers has been boosted to $35,807, a substantial 9.2 percent above September's average.

Offers to some other engineering graduates are also higher. Despite a decrease in defense spending and the work-force downsizing in the automotive and computer industries that has reduced hiring rates, starting salary offers to aerospace and mechanical engineers have gone up 4.6 and 4.8 percent respectively. And electrical engineers report offers that show a slight rise—1.6 percent—from the average reported in September.

Most of the business disciplines, however, are feeling the effects of the current recruiting sluggishness. Business administration graduates are receiving salary offers averaging 3 percent lower than those received by 1989 graduates. The situation's even worse for economics and finance graduates, who are fielding offers that average 6.9 percent lower than last year's. But there's one bright spot: accounting graduates report starting salary offers that average $25,861, a respectable 2.5 percent higher than they were four months ago.

So, we're looking at a mixed job market, with data that give no clear indication of what its main heading will be over the next quarter. As is typical with the January report, the offers reported are relatively few in number, with employers remaining cautious about extending invitations until they have a better idea of their yearlong business prospects. Our March report should give a better indication of what's in store for this year's graduate job-seekers.

The ***CPC Salary Survey*** January 1990 report contains information received during the period of September 1, 1989, to January 11, 1990. Its data are compiled from offers extended to students graduating between September 1, 1989, and August 31, 1990. There are 428 career planning and placement offices at colleges and universities across the United States participating in the ***Salary Survey***. The report is available to CPC members and ***Salary Survey*** subscribers. Additional copies of the January report are available to members and subscribers for $3 each.

Dawn Oberman
Statistical Services Specialist

SCOPE AND NATURE OF THE SURVEY

An understanding of the scope, nature, and coverage of the ***CPC Salary Survey*** is essential to the proper interpretation and use of the statistics.

The study compiles reports from 428 career planning and placement offices of colleges and universities across the United States. Typically, 98 percent of these offices submit reports for each issue. The reports consist of starting salary offers made to new graduates by employing organizations in business, industry, government, and by non-profit and educational institutions. The figures reported are for base salaries only, and do not include bonuses, fringe benefits, or overtime rates. The data cover a broad range of functional positions. Confidentiality is maintained for the individual, the college, and the employer.

The ***Survey*** reports offers, not acceptances. It does not distinguish between single and multiple offers to individual students, and consequently, offers in the study cannot be equated with actual hires. Also, inasmuch as the ratio of offers to hires is partially a function of the economic climate, year-to-year ratio comparisons based on ***Survey*** data would be invalid. In those categories where offers are relatively few, the data should be regarded only as indicative.

The ***Survey*** is available only to members of the College Placement Council and to ***Salary Survey*** subscribers, and is intended for the professional use of its constituents. Reports are issued each January, March, July, and September.

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AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Curriculum For All Types of Employers	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1989	Percentiles		
	January 1990	January 1990	September 1989		90th	50th	10th
BUSINESS							
Accounting	465	**$25,861**	$25,223	2.5%	$29,500	$26,000	$21,000
Business Administration (incl. Management Science)	160	**21,778**	22,450	-3.0	28,200	21,000	15,738
Distribution Management	10	**23,921**	24,211	*	*	*	*
Economics & Finance (incl. Banking)	129	**23,015**	24,710	-6.9	28,000	22,500	18,000
Hotel/Restaurant Management	19	**20,198**	19,657	*	*	*	*
Human Resources (incl. Labor Relations)	12	**23,175**	22,842	*	*	*	*
Management Information Systems	65	**26,988**	26,772	0.8	30,000	27,125	24,000
Marketing/Marketing Management (incl. Research)	189	**22,476**	22,479	0.0	26,500	23,000	17,400
Real Estate	2	**27,600**	23,551	*	*	*	*
COMMUNICATIONS							
Advertising	6	**18,067**	19,560	*	*	*	*
Communications	43	**19,797**	20,819	-4.9	25,000	19,000	15,000
Journalism	17	**15,823**	20,085	*	*	*	*
Telecommunications/Broadcasting	5	**22,587**	20,176	*	*	*	*
EDUCATION							
Elementary Education	115	**18,563**	18,767	-1.1	24,000	19,100	10,000
Pre-Elementary Education	5	**14,090**	17,016	*	*	*	*
Physical Education	16	**20,326**	19,583	*	*	*	*
Special Education	19	**19,529**	19,815	*	*	*	*
HOME ECONOMICS							
Human Ecology	30	**18,303**	18,931	-3.3	25,400	18,000	10,712
Textiles & Clothing	10	**20,360**	19,742	*	*	*	*
Merchandising Management	22	**17,853**	19,539	-8.6	21,000	17,750	13,500
HUMANITIES & SOCIAL SCIENCES							
Foreign Languages	2	**17,628**	21,129	*	*	*	*
Letters	27	**18,340**	20,951	-12.5	22,000	20,000	10,000
Visual & Performing Arts	21	**18,751**	18,838	-0.5	22,000	18,000	17,000
Humanities-Other	9	**22,989**	22,364	*	*	*	*
Criminal Justice	4	**21,625**	21,427	*	*	*	*
History	3	**21,000**	23,348	*	*	*	*
Political Science/Government	21	**20,846**	23,280	-10.5	25,000	20,000	16,000
Psychology	21	**17,468**	19,400	-10.0	19,200	16,480	11,400
Sociology	5	**19,598**	18,979	*	*	*	*
Social Sciences-Other	9	**18,259**	22,232	*	*	*	*
ENGINEERING							
Aerospace & Aeronautical	22	**30,796**	29,433	4.6	33,000	30,940	27,500
Agricultural	3	**27,999**	26,045	*	*	*	*
Architectural	3	**26,567**	25,530	*	*	*	*
Bioengineering & Biomedical	2	**28,000**	28,581	*	*	*	*
Chemical	107	**34,699**	32,949	5.3	37,200	35,400	31,000
Civil	140	**26,825**	27,046	-0.8	33,000	25,488	23,000

N/A - No historic data available
* Not computed for fewer than 20

Continued . . .

AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Curriculum For All Types of Employers	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1989	Percentiles		
	January 1990	January 1990	September 1989		90th	50th	10th
Continued . . .							
Computer	21	$30,925	$30,244	2.3%	$33,500	$32,000	$28,800
Electrical	260	31,071	30,594	1.6	33,720	31,800	26,000
Environmental	+	+	N/A	N/A			
Industrial	118	30,869	29,660	4.1	33,000	31,060	28,000
Mechanical	295	31,946	30,490	4.8	35,500	32,100	28,000
Metallurgical	28	31,835	30,631	3.9	33,800	32,000	29,380
Mining	6	32,833	26,790	*	*	*	*
Nuclear	7	28,988	30,747	*	*	*	*
Petroleum	23	35,807	32,789	9.2	38,400	36,900	30,000
Textile	+	+	26,633				
Engineering Technology	35	30,140	28,342	6.3	33,600	30,680	28,000
Industrial Technology	2	20,500	26,731	*	*	*	*
AGRICULTURE & NATURAL RESOURCES							
Agribusiness	9	22,400	22,182	*	*	*	*
Animal Sciences	3	18,000	19,328	*	*	*	*
Plant Sciences	2	21,500	18,354	*	*	*	*
Natural Resources	1	22,000	21,256	*	*	*	*
Other Agricultural Sciences	2	20,059	21,605	*	*	*	*
COMPUTER SCIENCES							
Computer Science	115	28,236	28,659	-1.5	33,000	29,100	21,000
Computer Programming	5	26,406	28,316	*	*	*	*
Information Sciences & Systems	27	26,442	26,428	0.1	30,000	27,183	21,000
Systems Analysis	+	+	28,833				
HEALTH SCIENCES							
Allied Health	8	19,771	24,416	*	*	*	*
Health Sciences	12	21,711	21,480	*	*	*	*
Nursing	7	25,457	24,915	*	*	*	*
Pharmacy[1]	5	32,024	36,815	*	*	*	*
SCIENCES							
Actuarial	3	31,867	26,778	*	*	*	*
Architectural & Environmental Design	4	17,663	24,660	*	*	*	*
Biological	13	21,604	21,495	*	*	*	*
Chemistry	6	23,300	26,307	*	*	*	*
Geological	4	19,875	23,674	*	*	*	*
Mathematics (incl. Statistics)	32	23,084	26,407	-12.6	28,500	22,544	18,500
Physics	3	24,971	28,022	*	*	*	*
Other Physical and Earth Sciences	2	24,000	22,537	*	*	*	*
Polymer Science	+	+	N/A	N/A			
Textile Science	+	+	N/A	N/A			
	2,816						

N/A - No historic data available
* Not computed for fewer than 20 offers
+ No offers reported
1 Pharmacy is a 5-year degree program

AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Functional Area For All Types of Employers	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1989	Percentiles		
	January 1990	January 1990	September 1989		90th	50th	10th
FINANCE							
Accounting (Public)	357	$26,293	$25,727	2.2%	$29,500	$26,500	$22,500
Accounting (Private)	120	24,235	23,517	3.1	28,000	24,900	19,200
Commercial Banking (Consumer)	12	18,983	21,676	*	*	*	*
Commercial Banking (Lending)	20	22,073	22,835	-3.3	26,000	21,480	20,000
Investment Banking (Corporate Finance)	4	25,040	26,750	*	*	*	*
Investment Banking (Mergers & Acquisitions)	1	21,334	29,097	*	*	*	*
Investment Banking (Real Estate)	3	27,000	22,574	*	*	*	*
Investment Banking (Sales & Trading)	+	+	24,266				
Financial/Treasury Analysis	39	25,357	26,367	-3.8	30,000	25,800	20,400
Portfolio Management/Brokerage	4	20,200	23,772	*	*	*	*
Insurance (Underwriting)	19	21,843	21,858	*	*	*	*
Insurance (Claims)	17	21,484	N/A	N/A	*	*	*
COMMUNICATIONS							
Design/Graphic Arts	6	17,630	20,902	*	*	*	*
Media Planning	5	21,687	20,263	*	*	*	*
Reporting	3	15,587	16,438	*	*	*	*
Production	9	25,446	22,982	*	*	*	*
Public Relations	11	19,995	20,118	*	*	*	*
Writing/Editing	8	19,275	20,239	*	*	*	*
MARKETING							
Advertising	6	16,750	19,358	*	*	*	*
Brand/Product Management	27	23,869	23,623	1.0	31,000	24,960	18,000
Buyer/Merchandising	27	24,203	22,010	10.0	27,500	24,000	20,000
Distribution	9	23,134	N/A	N/A	*	*	*
Market Research	3	24,253	25,636	*	*	*	*
Purchasing	3	21,398	N/A	N/A	*	*	*
Sales	196	24,231	23,188	4.5	31,500	24,100	17,000
PUBLIC ADMINISTRATION							
Executive, Legislative, & General	8	18,905	19,582	*	*	*	*
Finance, Taxation, Monetary Policy	6	24,166	24,253	*	*	*	*
Economic Programs	1	18,000	21,081	*	*	*	*
Law Enforcement	2	21,250	22,078	*	*	*	*
Military	27	21,526	22,087	-2.5	30,396	19,493	15,738
National Security	+	+	24,771				
Urban/Regional Planning	1	27,500	22,819	*	*	*	*
ENGINEERING							
Bioengineering	+	+	30,924				
Design/Construct	201	29,605	28,849	2.6	34,800	30,500	23,795
Environmental/Sanitation	13	27,384	28,271	*	*	*	*
Manufacturing/Industrial	236	31,622	30,492	3.7	34,500	32,040	28,000
Systems/Programming	35	31,142	30,036	3.7	33,560	32,040	27,600
Power Systems	48	31,766	30,093	5.6	33,696	31,800	30,000
Software Design & Development	30	30,734	30,537	0.6	34,200	31,100	25,343
Hardware Design & Development	30	30,912	30,888	0.1	33,000	31,480	28,500
Research & Development	76	30,583	30,658	-0.2	35,880	30,600	25,343
Testing	37	30,302	28,990	4.5	32,769	31,000	27,000
Process Engineering	91	34,248	31,902	7.4	36,900	35,000	30,000
Project Engineering	115	32,432	N/A	N/A	36,800	32,520	28,000
Other Engineering	125	30,654	30,614	0.1	36,000	31,200	25,340
HEALTH CARE							
Administrative	10	19,575	N/A	N/A	*	*	*
Industrial Hygiene	+	+	N/A	N/A			
Medical Technology	8	22,151	N/A	N/A	*	*	*
Nursing / Personal Care	7	24,114	24,958	*	*	*	*

N/A - No historic data available

* Not computed for fewer than 20 offers

Continued . . .

AVERAGE YEARLY SALARY OFFERS

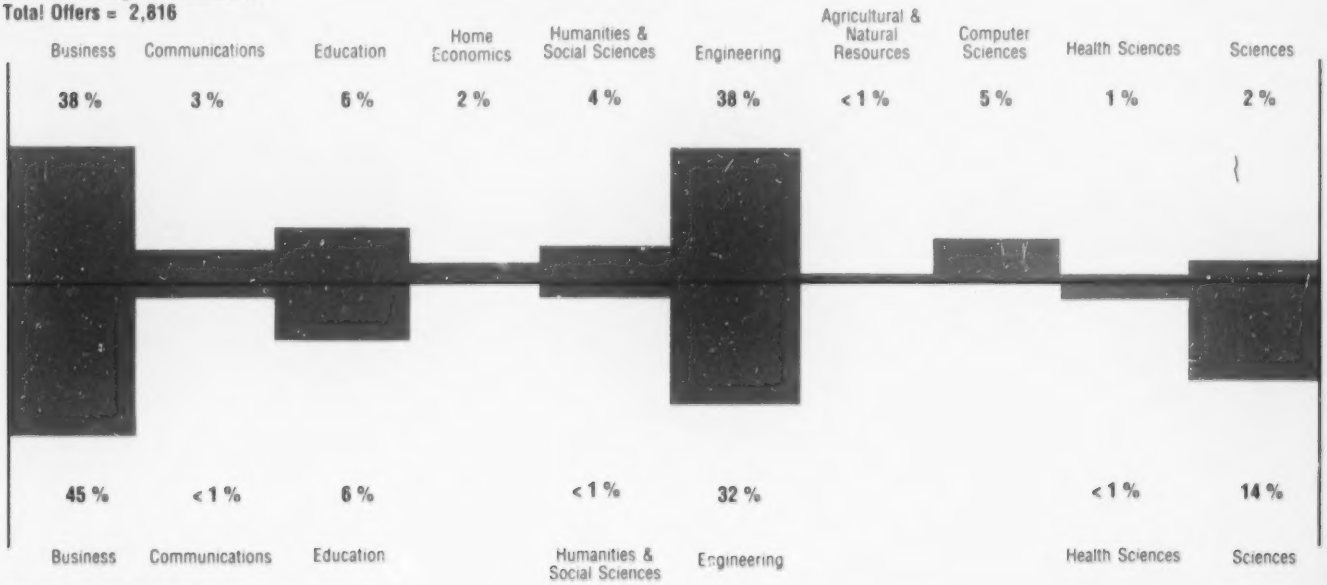
Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Functional Area For All Types of Employers	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1989	Percentiles		
	January 1990	January 1990	September 1989		90th	50th	10th
Continued . . .							
Occupational Therapy	3	$25,346	N/A	N/A	*	*	*
Pharmacist	1	30,200	N/A	N/A	*	*	*
Physical Therapy	+	+	N/A	N/A			
Respiratory Therapy	+	+	N/A	N/A			
Other Health Related	14	20,163	N/A	N/A	*	*	*
SOCIAL SERVICES							
Administration	3	15,327	$21,054	*	*	*	*
Counseling	13	15,053	17,675	*	*	*	*
Fundraising/Development	5	17,180	19,057	*	*	*	*
Social Work	9	17,074	16,550	*	*	*	*
COMPUTER SCIENCE							
Computer Programming	75	26,730	27,559	-3.0 %	$32,000	$27,183	$20,000
Information Systems	69	26,528	26,766	-0.9	30,600	27,100	21,000
Computer Systems Analyst	58	28,505	28,321	0.7	32,400	28,500	25,000
OTHER FUNCTIONAL AREAS							
Actuarial	5	30,420	28,437	*	*	*	*
Agricultural/Natural Resources	11	20,136	20,984	*	*	*	*
Architecture	5	18,130	22,241	*	*	*	*
Consulting	42	26,161	28,373	-7.8	30,000	26,252	22,000
Human Resources/Industrial Relations	14	22,013	22,937	*	*	*	*
Management Trainee	242	20,259	22,080	-8.2	25,000	20,000	15,000
Mathematician/Statistician	6	21,632	25,546	*	*	*	*
Paralegal	2	19,000	20,958	*	*	*	*
Research (Nontechnical)	+	+	23,140				
Research (Technical)	5	24,024	22,397	*	*	*	*
Teaching	218	18,627	18,989	-1.9	23,940	19,000	10,400
	2,816						

PROPORTION OF OFFERS BY CURRICULAR AREA

Bachelor's Degree Candidates
Total Offers = 2,816



Master's Degree Candidates (Inexperienced)
Total Offers = 309

Beginning salary offers to all candidates by curriculum and employer

This diagram indicates arrangement of data in blocks

Average	$24,876 639
90th Percentile	$28,000
10th Percentile	$21,600

Number of Offers

Bachelor's Degree Curricula	SERVICE EMPLOYERS																	
	Public Accounting	Advertising	Architecture	Banking (Commercial)	Banking (Investment)	Communication Services	Computer Software & Data Processing	Consulting Services	Engineering / Surveying	Financial Services	Hospitality - Amusement/ Recreation/ Fast-Food	Hospitality - Hotels/Motels/ Full-Service Restaurants	Insurance	Legal Services	Merchandising (Retail & Wholesale)	Personnel Supply Services	Protective/ Security Services	Publishing
Accounting	$26,364 340 $29,500 $22,800			$20,700 3		$23,500 2	$27,900 2	$26,000 1		$24,678 10			$23,058 13		$20,888 18			$24,396 1
Business Administration - incl. Management Science	$19,280 2			$20,143 7		$19,260 5	$25,200 1	$23,457 7		$23,200 5	$20,400 1	$19,034 8	$22,584 16		$16,675 54 $23,000 $15,000			$16,500 1
Distribution Management															$20,500 1			
Economics & Finance (incl. Banking)	$28,375 4			$21,427 27 $26,000 $16,500	$22,000 4	$24,500 1	$24,000 1	$25,314 8		$23,796 23 $30,000 $18,000		$18,067 3	$22,662 13		$20,509 11			
Hotel / Restaurant Management											$19,750 2	$19,829 16						
Human Resources (incl. Labor Relations)				$24,000 1						$21,750 2	$26,000 1	$18,000 1	$24,700 2		$24,000 1	$17,500 1		
Management Information Systems	$27,996 2				$26,950 1	$31,992 1	$27,750 11	$22,000 2		$27,963 2			$25,704 11		$26,733 6			
Marketing/Marketing Management (incl. Research)				$21,500 3	$25,000 1	$22,433 3	$23,340 4			$20,600 3	$20,000 2	$21,833 3	$22,520 15		$21,118 82 $26,000 $17,000	$19,000 1	$21,150 2	
Real Estate										$25,200 1			$30,000 1					
Advertising		$17,000 1				$21,000 1	$24,000 1								$18,000 1			
Communications		$16,500 3		$24,000 1		$18,750 4	$10,000 1	$23,550 4			$20,000 1				$20,050 10			$16,000 1
Journalism		$15,450 2				$15,467 3									$20,000 1			$14,185 4
Telecommunications/ Broadcasting						$16,750 2												
Elementary Education																		
Pre-Elementary Education																		
Physical Education											$16,000 1						$25,000 1	
Special Education																		

Curriculum - Continued

	SERVICE EMPLOYERS																	
	Public Accounting	Advertising	Architecture	Banking (Commercial)	Banking (Investment)	Communication Services	Computer Software & Data Processing	Consulting Services	Engineering / Surveying	Financial Services	Hospitality - Amusement / Recreation / Fast-Food	Hospitality - Hotels / Motels Full-Service Restaurants	Insurance	Legal Services	Merchandising (Retail & Wholesale)	Personnel Supply Services	Protective/ Security Services	Publishing
Human Ecology						$25,400 1		$30,000 1		$19,000 2					$14,520 4			
Textiles & Clothing															$20,178 9			
Merchandising Management		$12,480 1													$17,004 20 $21,500 $13,500			
Foreign Languages							$19,200 1											
Letters											$22,000 1		$20,003 2	$21,000 1	$20,000 1			
Visual & Performing Arts															$14,500 1			
Humanities-Other												$18,600 1	$25,200 3					
Criminal Justice															$21,500 1		$21,250 2	
History			$20,000 1															
Political Science / Government										$27,500 1	$16,120 1			$17,000 1	$18,543 7			
Psychology				$14,500 1	$10,000 1					$29,000 2	$15,300 1		$21,600 1		$19,200 1			
Sociology															$24,000 1			
Social Sciences-Other																		
Aerospace & Aeronautical Engineering																		
Agricultural Engineering																		
Architectural Engineering								$27,000 1										
Bioengineering & Biomedical Engineering																		
Chemical Engineering		$28,200 1						$31,333 3	$27,000 1									
Civil Engineering								$26,571 7	$27,287 10									
Computer Engineering							$30,300 1		$30,000 1									

Curriculum - Continued

Curriculum - Continued	SERVICE EMPLOYERS																	
	Public Accounting	Advertising	Architecture	Banking (Commercial)	Banking (Investment)	Communication Services	Computer Software & Data Processing	Consulting Services	Engineering / Surveying	Financial Services	Hospitality - Amusement / Recreation / Fast-Food	Hospitality - Hotels / Motels / Full-Service Restaurants	Insurance	Legal Services	Merchandising (Retail & Wholesale)	Personnel Supply Services	Protective/ Security Services	Publishing
Electrical Engineering						$31,944 9	$29,472 2	$31,126 15	$31,520 7								$25,343 1	
Environmental Engineering																		
Industrial Engineering						$31,000 1		$29,560 5	$27,750 2						$23,500 1			
Mechanical Engineering						$31,000 1	$31,200 1	$33,142 9	$31,770 6									
Metallurgical Engineering																		
Mining Engineering																		
Nuclear Engineering																		
Petroleum Engineering																		
Textile Engineering																		
Engineering Technology							$29,800 1								$22,800 2			
Industrial Technology																		
Agribusiness																		
Animal Sciences																		
Plant Sciences																		
Natural Resources																		
Other Agricultural Sciences																		
Computer Science		$33,000 1				$29,736 9	$27,971 9	$27,353 3		$22,205 1			$23,741 5		$22,333 3	$24,000 1	$25,353 1	
Computer Programming							$25,800 1											
Information Sciences & Systems	$27,996 1						$27,050 2	$20,800 1				$20,400 1	$27,137 4		$26,850 2			
Systems Analysis																		

Curriculum - Continued

	SERVICE EMPLOYERS																	
	Public Accounting	Advertising	Architecture	Banking (Commercial	Banking (Investment)	Communication Services	Computer Software & Data Processing	Consulting Services	Engineering / Surveying	Financial Services	Hospitality - Amusement / Recreation / Fast-Food	Hospitality - Hotels / Motels / Full-Service Restaurants	Insurance	Legal Services	Merchandising (Retail & Wholesale)	Personnel Supply Services	Protective/ Security Services	Publishing
Allied Health															$22,000 1			
Health Sciences								$13,000 1										
Nursing																		
Pharmacy																		
Actuarial								$32,000 1					$31,800 2					
Architectural & Environmental Design			$17,667 4															
Biological									$42,000 1									
Chemistry																		
Geological								$21,000 2										
Mathematics (incl. Statistics)							$25,800 3	$23,500 2					$27,100 2					
Physics								$23,912 1										
Other Physical & Earth Sciences																		
Polymer Science																		
Textile Science																		

BACHELOR'S SUMMARY

Nontechnical Curricula	$26,360 356 $29,500 $22,800	$15,697 7	$20,000 1	$21,131 43 $25,200 $17,000	$21,473 7	$20,365 23 $25,400 $14,400	$25,310 22 $28,500 $21,000	$24,387 23 $26,700 $22,000		$23,885 51 $30,000 $18,000	$19,575 11	$19,557 32 $21,400 $18,000	$23,309 77 $27,000 $19,200	$19,000 2	$20,168 202 $26,000 $15,000	$18,250 2	$21,960 5	$16,348 7
Technical Curricula	$27,996 1	$30,600 2	$17,663 4			$30,856 20 $33,500 $29,950	$27,924 20 $30,144 $25,000	$29,017 51 $32,400 $23,000	$29,359 36 $33,000 $25,000	$22,265 1		$26,400 1	$26,543 13		$23,356 9	$24,000 1	$25,348 2	

MBA - INEXPERIENCED - BY TYPE OF EMPLOYER

MBA - Nontechnical Undergraduate Degree	$27,773 3	$30,000 1		$31,000 7	$28,200 1	$39,600 1	$28,000 1	$34,000 2		$32,000 1					$17,000 1			
MBA - Technical Undergraduate Degree	$27,000 1				$60,000 1													

EMPLOYER CATEGORIES - Continued

Bachelor's Degree Curricula	SERVICE EMPLOYERS				NONPROFIT EMPLOYERS									MANUFACTURING EMPLOYERS				
	Real Estate	Research Organizations	Transportation	Utilities	Education	Federal Government	State & Local Government	Hospitals	Health Services (excl. Hospitals)	Membership / Religious Organizations	Museums & Cultural Organizations	Social Services / Private Agencies	Other Nonprofit Employers	Aerospace	Agribusiness & Products	Automotive & Mechanical Equipment	Building Materials & Construction	Chemicals, Drugs, & Allied Products
Accounting	$35,000 1		$25,287 3	$27,750 2		$20,775 8	$23,728 5	$20,340 1		$18,500 1				$28,560 1	$27,000 3	$25,550 4	$23,867 3	$26,978 4
Business Administration - incl. Management Science		$22,500 1	$18,000 1			$19,226 8	$21,355 7	$30,200 1	$16,683 3					$25,471 5		$27,900 2	$27,125 4	$26,003 14
Distribution Management			$21,800 3			$21,600 1									$24,695 2			$26,250 2
Economics & Finance (incl. Banking)			$22,498 5	$27,500 1	$20,000 1	$20,281 8	$21,900 1										$25,164 1	$25,525 4
Hotel / Restaurant Management																		
Human Resources (incl. Labor Relations)						$32,000 1										$22,500 1		
Management Information Systems	$30,000 1		$30,000 1	$28,025 4		$18,451 3								$26,060 2	$27,180 2			$29,780 5
Marketing / Marketing Management (incl. Research)		$20,000 1	$24,000 1			$17,616 2			$22,707 2								$23,500 3	$25,771 11
Real Estate																		
Advertising																		
Communications			$19,000 1		$18,800 3	$16,050 2	$18,050 2				$21,800 1			$18,000 1		$30,750 2		$23,800 1
Journalism					$15,000 2				$15,500 1				$12,900 1					
Telecommunications / Broadcasting							$25,200 1											
Elementary Education					$18,581 111 $24,000 $10,000		$19,409 3					$14,190 1						
Pre-Elementary Education					$15,350 4							$8,040 1						
Physical Education					$20,889 12		$14,190 1											
Special Education					$19,529 19													

Curriculum - Continued

	SERVICE EMPLOYERS				NONPROFIT EMPLOYERS									MANUFACTURING EMPLOYERS				
	Real Estate	Research Organizations	Transportation	Utilities	Education	Federal Government	State & Local Government	Hospitals	Health Services (excl. Hospitals)	Membership / Religious Organizations	Museums & Cultural Organizations	Social Services / Private Agencies	Other Nonprofit Employers	Aerospace	Agribusiness & Products	Automotive & Mechanical Equipment	Building Materials & Construction	Chemicals, Drugs, & Allied Products
Human Ecology					$16,681 19		$17,148 1	$19,875 4	$13,682 1			$13,700 2	$24,560 1					
Textiles & Clothing																		
Merchandising Management																		
Foreign Languages						$16,056 1												
Letters					$16,873 14	$18,650 2	$13,440 1					$17,500 1		$23,916 1				
Visual & Performing Arts					$19,915 18						$17,000 1							
Humanities-Other						$19,000 2		$25,200 1	$24,000 1	$25,500 1								
Criminal Justice					$27,500 1													
History					$19,000 1	$24,000 1												
Political Science / Government					$18,722 2	$23,747 2	$24,133 3				$20,000 1							
Psychology					$20,400 3		$15,075 2	$17,033 3	$13,500 2			$14,695 4						
Sociology					$16,560 2		$19,872 1		$21,000 1									
Social Sciences-Other					$19,465 2	$25,000 1	$16,800 2			$18,000 1		$14,000 2						
Aerospace & Aeronautical Engineering						$25,476 2								$31,214 19				
Agricultural Engineering						$30,396 1											$21,600 1	
Architectural Engineering																	$26,350 2	
Bioengineering & Biomedical Engineering																		$26,000 2
Chemical Engineering						$25,343 1	$23,700 1							$30,380 1			$32,000 1	$34,043 35 $35,700 $31,000
Civil Engineering		$27,500 1	$24,367 23 $25,476 $23,532	$29,686 6		$25,423 9	$25,021 32 $25,803 $22,582		$21,600 1					$26,455 2	$31,200 1	$26,800 1	$27,198 17	
Computer Engineering		$35,100 1				$25,343 1								$31,550 4				

Curriculum - Continued	SERVICE EMPLOYERS				NONPROFIT EMPLOYERS								MANUFACTURING EMPLOYERS				
	Real Estate	Research Organizations	Transportation	Utilities	Education	Federal Government	State & Local Government	Hospitals	Health Services (excl. Hospitals)	Membership / Religious Organizations	Museums & Cultural Organizations	Social Services / Private Agencies	Other Nonprofit Employers	Aerospace	Agribusiness & Products	Automotive & Mechanical Equipment	Building Materials & Construction	Chemicals, Drugs, & Allied Products
Electrical Engineering			$29,910 1	$32,091 23 $33,500 $31,200	$25,343 3	$25,854 26 $28,168 $25,343	$23,500 1							$31,094 63 $32,500 $28,600		$32,237 21 $33,500 $31,500	$33,600 1	$33,123 11
Environmental Engineering																		
Industrial Engineering			$32,200 1	$29,850 2		$25,761 5								$30,193 9	$32,100 1	$32,583 19	$31,260 2	$31,180 16
Mechanical Engineering		$28,000 1	$31,200 1	$30,933 16		$25,090 14								$30,064 44 $31,700 $27,872	$32,383 6	$32,006 57 $34,200 $28,000	$30,767 3	$34,188 19
Metallurgical Engineering														$33,000 1		$32,000 5	$29,380 1	
Mining Engineering																		
Nuclear Engineering				$29,600 3		$30,396 1												
Petroleum Engineering							$26,200 1											$33,333 3
Textile Engineering																		
Engineering Technology				$37,680 1										$29,546 7		$28,537 6	$32,000 1	$30,000 1
Industrial Technology														$28,000 1				
Agribusiness															$13,600 5			$28,600 1
Animal Sciences															$18,000 3			
Plant Sciences															$21,500 2			
Natural Resources															$22,000 1			
Other Agricultural Sciences					$25,000 1										$15,110 1			
Computer Science		$27,000 1	$27,120 1	$29,200 5	$13,000 1	$24,122 11		$29,000 1	$17,280 1					$31,016 8		$29,286 7	$29,500 2	$32,100 9
Computer Programming					$25,343 3													
Information Sciences & Systems			$23,500 2	$28,867 3	$23,000 1	$19,493 1								$28,000 1				
Systems Analysis																		

Curriculum - Continued

	SERVICE EMPLOYERS				NONPROFIT EMPLOYERS									MANUFACTURING EMPLOYERS				
	Real Estate	Research Organizations	Transportation	Utilities	Education	Federal Government	State & Local Government	Hospitals	Health Services (excl. Hospitals)	Membership / Religious Organizations	Museums & Cultural Organizations	Social Services / Private Agencies	Other Nonprofit Employers	Aerospace	Agribusiness & Products	Automotive & Mechanical Equipment	Building Materials & Construction	Chemicals, Drugs, & Allied Products
Allied Health								$22,022 4	$16,200 2			$15,680 1						
Health Sciences					$26,237 1		$16,800 1	$22,167 6	$25,750 2				$20,000 1					
Nursing								$25,533 6	$25,000 1									
Pharmacy																		$32,074 5
Actuarial																		
Architectural & Environmental Design																		
Biological		$20,000 2			$16,654 4	$16,000 1	$23,000 1			$11,440 1								$31,000 1
Chemistry					$14,600 1													$25,168 5
Geological					$18,750 2													
Mathematics (incl. Statistics)			$33,000 2		$20,398 10	$20,187 7												$32,800 1
Physics																		
Other Physical & Earth Sciences									$30,000 1									
Polymer Science																		
Textile Science																		

BACHELOR'S SUMMARY

Nontechnical Curricula	$32,500 2	$21,250 2	$22,987 15	$27,871 7	$18,563 295 $23,760 $10,000	$20,152 42 $24,000 $15,860	$20,314 30 $25,200 $14,199	$20,634 10	$18,477 11	$20,933 3	$19,600 3	$13,439 11	$18,280 2	$24,795 10	$26,344 7	$26,669 9	$25,069 11	$26,467 41 $29,500 $24,000
Technical Curricula		$26,267 6	$24,964 31 $27,120 $23,000	$30,954 59 $33,500 $28,000	$21,088 27 $25,343 $16,800	$24,831 80 $30,000 $19,493	$24,699 37 $26,200 $22,582	$23,723 17	$22,223 9	$11,440 1		$15,600 1	$20,000 1	$30,624 160 $32,500 $27,560	$24,486 29 $32,100 $16,500	$31,771 116 $34,200 $28,800	$27,724 31 $32,000 $24,000	$32,626 109 $35,700 $28,800

MBA - INEXPERIENCED - BY TYPE OF EMPLOYER

MBA - Nontechnical Undergraduate Degree			$36,000 1	$27,535 1		$24,000 2								$36,400 1	$36,620 1			$38,000 2
MBA - Technical Undergraduate Degree																$40,800 1		

EMPLOYERS CONTINUED ON NEXT PAGE . . .

EMPLOYER CATEGORIES - Continued . . .

Bachelor's Degree Curricula	MANUFACTURING EMPLOYERS															
	Computers & Business Machines	Electrical & Electronic Mach & Equipment	Food & Beverage Processing	Household & Personal Care Products	Metals & Metal Products	Mining	Packaging & Allied Products	Paper & Wood Products	Petroleum & Allied Products	Printing	Rubber Products	Scientific & Industrial Meas Instruments (incl Medical)	Stone, Clay, Glass, & Concrete Products	Textiles & Apparel	Widely Diversified	Other Employers (NEC)
Accounting	$29,260 2	$27,550 4	$24,176 4		$24,910 5		$20,000 1	$26,665 3	$27,057 12	$23,500 1					$26,800 3	$20,750 4
Business Administration - incl. Management Science	$29,975 4	$24,600 1	$23,500 3	$23,610 3					$27,167 3		$20,800 1					$26,920 12
Distribution Management									$30,000 1							
Economics & Finance (incl. Banking)	$27,000 1	$25,164 1	$26,500 2					$25,033 3	$29,400 4					$19,500 1		$28,000 1
Hotel / Restaurant Management									$27,000 1							
Human Resources (incl. Labor Relations)				$21,200 1												
Management Information Systems	$20,417 6	$27,400 2			$25,000 1			$27,000 1	$30,000 1							
Marketing / Marketing Management (incl. Research)	$22,225 4	$24,350 15	$23,033 6	$24,183 12	$23,601 5		$25,840 5	$19,933 6	$25,000 4	$20,000 2				$18,020 1	$18,050 2	$25,375 8
Real Estate																
Advertising					$13,400 1									$14,000 1		
Communications	$23,662 2		$10,000 2					$27,240 1								
Journalism			$18,000 1					$23,250 1		$18,200 1						
Telecommunications / Broadcasting		$34,236 1														$20,000 1
Elementary Education																
Pre-Elementary Education																
Physical Education	$22,000 1															
Special Education																

Curriculum - Continued

	MANUFACTURING EMPLOYERS															
	Computers & Business Machines	Electrical & Electronic Mach. & Equipment	Food & Beverage Processing	Household & Personal Care Products	Metals & Metal Products	Mining	Packaging & Allied Products	Paper & Wood Products	Petroleum & Allied Products	Printing	Rubber Products	Scientific & Industrial Meas. Instruments (incl Medical)	Stone, Clay, Glass, & Concrete Products	Textiles & Apparel	Widely Diversified	Other Employers (NEC)
Human Ecology			$22,300 1						$27,000 1							$26,000 1
Textiles & Clothing														$22,000 1		
Merchandising Management														$21,000 1		
Foreign Languages																
Letters	$31,500 1									$15,000 1						$22,200 1
Visual & Performing Arts										$20,000 1						
Humanities-Other																
Criminal Justice																
History																
Political Science / Government			$25,000 1								$22,500 2					
Psychology																
Sociology																
Social Sciences-Other																$26,000 1
Aerospace & Aeronautical Engineering		$33,500 1														
Agricultural Engineering											$32,000 1					
Architectural Engineering																
Bioengineering & Biomedical Engineering																
Chemical Engineering				$34,000 1	$32,200 1	$33,000 1	$34,400 1	$35,017 6	$36,177 48 $37,700 $33,900					$36,150 4	$35,100 1	
Civil Engineering	$39,000 1	$32,000 1			$31,500 2			$33,000 1	$32,050 10						$28,320 1	$27,623 6
Computer Engineering	$29,363 6	$33,375 4						$32,000 2	$26,000 1							

Curriculum - Continued

	MANUFACTURING EMPLOYERS															
	Computers & Business Machines	Electrical & Electronic Mach. & Equipment	Food & Beverage Processing	Household & Personal Care Products	Metals & Metal Products	Mining	Packaging & Allied Products	Paper & Wood Products	Petroleum & Allied Products	Printing	Rubber Products	Scientific & Industrial Meas Instruments (incl Medical)	Stone, Clay, Glass & Concrete Products	Textiles & Apparel	Widely Diversified	Other Employers (NEC)
Electrical Engineering	$32,753 15	$31,962 31 $33,600 $29,496	$31,498 4	$33,000 1	$32,637 6	$32,604 1		$34,003 7	$34,123 4			$26,400 1		$33,300 1	$31,870 2	$26,068 3
Environmental Engineering																
Industrial Engineering	$32,091 1	$31,137 26 $32,400 $29,000	$31,000 2	$31,200 2	$30,875 4			$32,975 4	$33,333 3						$30,574 4	$29,513 8
Mechanical Engineering	$31,100 3	$31,154 24 $32,500 $29,000	$34,230 10	$31,500 2	$32,000 2		$33,450 2	$33,889 9	$34,825 45 $36,800 $32,724		$32,700 1	$33,233 3	$29,800 3	$30,120 1	$31,780 8	$31,100 4
Metallurgical Engineering		$31,600 1			$31,792 13	$32,650 2			$31,500 2				$29,000 1		$33,700 2	
Mining Engineering						$31,500 2			$34,250 2						$34,800 1	$31,500 1
Nuclear Engineering		$33,120 1											$30,600 1			$20,000 1
Petroleum Engineering									$36,704 19							
Textile Engineering																
Engineering Technology	$31,800 1	$31,333 6	$35,000 1		$30,533 3			$25,000 1	$33,996 1		$35,000 1				$31,500 1	$31,500 1
Industrial Technology																$13,000 1
Agribusiness			$24,000 1						$28,800 1						$22,000 1	
Animal Sciences																
Plant Sciences																
Natural Resources																
Other Agricultural Sciences																
Computer Science	$30,542 12	$32,975 4			$26,700 1			$30,713 2	$31,875 8		$19,500 2	$25,343 1			$30,000 1	$27,950 4
Computer Programming															$31,000 1	
Information Sciences & Systems	$29,650 2	$29,000 2			$24,000 1			$27,000 1	$31,200 1							$21,000 1
Systems Analysis																

Curriculum - Continued

	MANUFACTURING EMPLOYERS															
	Computers & Business Machines	Electrical & Electronic Mach & Equipment	Food & Beverage Processing	Household & Personal Care Products	Metals & Metal Products	Mining	Packaging & Allied Products	Paper & Wood Products	Petroleum & Allied Products	Printing	Rubber Products	Scientific & Industrial Meas Instruments (incl Medical)	Stone, Clay, Glass & Concrete Products	Textiles & Apparel	Widely Diversified	Other Employers (NEC)
Allied Health																
Health Sciences																
Nursing																
Pharmacy																
Actuarial																
Architectural & Environmental Design																
Biological																$21,000 2
Chemistry																
Geological																
Mathematics (incl Statistics)	$31,500 2						$25,000 1		$32,000 1							$15,000 1
Physics	$24,500 1															$26,400 1
Other Physical & Earth Sciences								$18,000 1								
Polymer Science																
Textile Science																

BACHELOR'S SUMMARY

Nontechnical Curricula	$26,935 21 $32,000 $23,400	$25,686 24 $28,100 $22,500	$22,185 20 $28,500 $14,400	$23,889 16	$23,480 12		$25,000 6	$23,479 15	$27,140 27 $30,000 $25,200	$10,250 6	$21,933 3			$18,564 5	$23,280 5	$22,525 20 $30,000 $14,400
Technical Curricula	$31,240 44 $33,600 $28,000	$31,575 101 $33,500 $29,000	$32,728 18	$32,200 8	$31,337 33 $33,000 $28,200	$32,317 6	$31,575 4	$32,766 34 $35,500 $31,000	$34,981 146 $37,500 $30,588		$27,740 5	$30,200 5	$29,000 5	$35,670 6	$31,287 23 $33,600 $29,800	$28,990 34 $32,000 $20,000

MBA - INEXPERIENCED - BY EMPLOYER TYPE

MBA - Nontechnical Undergraduate Degree	$35,947 3		$29,000 3						$26,956 7						$28,000 1	$29,000 2
MBA - Technical Undergraduate Degree	$38,822 1								$33,000 1							

Beginning salary offers to all candidates by curriculum and functional area

This diagram indicates arrangement of data in blocks

Average	$24,876	630
90th Percentile	$28,000	
10th Percentile	$21,600	

Number of Offers

FUNCTIONAL AREA

Bachelor's Degree Curriculum	FINANCE												COMMUNICATIONS					
	Accounting (Public)	Accounting (Private)	Commercial Banking (Consumer)	Commercial Banking (Lending)	Investment Banking - Corporate Finance	Investment Banking - Mergers & Acquisitions	Investment Banking - Real Estate	Investment Banking - Sales & Trading	Financial / Treasury Analysis	Portfolio Management / Brokerage	Insurance - Underwriting	Insurance - Claims	Design /Graphic Arts	Media Planning	Reporting	Production	Public Relations	Writing / Editing
Accounting	$26,355 350 $29,500 $22,500	$24,587 97 $28,000 $19,200	$19,600 1						$18,116 1									
Business Administration (incl. Management Science)	$19,528 3	$18,020 4		$20,867 6		$21,334 1	$32,000 1		$24,992 6		$22,057 3	$19,503 6	$12,000 1				$18,500 1	
Distribution Management																		
Economics & Finance (incl. Banking)	$29,700 1	$24,138 13	$18,856 9	$22,689 13	$25,053 3		$19,000 1		$25,281 25 $30,000 $20,400	$30,000 1	$22,927 8	$22,531 3						
Hotel / Restaurant Management																		
Human Resources (incl. Labor Relations)											$23,000 1							
Management Information Systems	$27,996 1								$28,000 3									
Marketing / Marketing Management (incl. Research)		$23,000 2		$22,500 1	$25,000 1				$27,033 3	$18,000 1	$19,200 1	$22,621 5						
Real Estate		$25,200 1					$30,000 1											
Advertising														$17,000 1			$17,200 2	
Communications			$24,000 1						$24,000 1				$17,000 2	$18,000 1	$18,000 1	$31,824 1	$24,000 3	$15,500 2
Journalism														$16,000 1	$14,000 2	$14,400 1	$15,167 3	$14,327 3
Telecommunications / Broadcasting														$20,719 2		$18,750 2		
Elementary Education																		
Pre-Elementary Education																		
Physical Education																		
Special Education																		

FUNCTIONAL AREA

Curriculum - Continued	FINANCE												COMMUNICATIONS					
	Accounting (Public)	Accounting (Private)	Commercial Banking (Consumer)	Commercial Banking (Lending)	Investment Banking - Corporate Finance	Investment Banking - Mergers & Acquisitions	Investment Banking - Real Estate	Investment Banking - Sales & Trading	Financial / Treasury Analysis	Portfolio Management / Brokerage	Insurance - Underwriting	Insurance - Claims	Design /Graphic Arts	Media Planning	Reporting	Production	Public Relations	Writing / Editing
Human Ecology											$19,000 2							
Textiles & Clothing																		
Merchandising Management													$12,480 1					
Foreign Languages																		
Letters	$23,058 2											$20,903 2						
Visual & Performing Arts		$14,500 1											$20,000 1					
Humanities-Other											$23,000 2							$25,500 1
Criminal Justice																		
History																		
Political Science / Government										$22,000 1								
Psychology			$14,500 1							$19,000 1	$21,600 1							
Sociology																		
Social Sciences-Other																	$19,000 1	
Aerospace & Aeronautical Engineering																		
Agricultural Engineering																		
Architectural Engineering																		
Bioengineering & Biomedical Engineering																		
Chemical Engineering																		
Civil Engineering																		
Computer Engineering																		

Curriculum - Continued	FINANCE												COMMUNICATIONS					
	Accounting (Public)	Accounting (Private)	Commercial Banking (Consumer)	Commercial Banking (Lending)	Investment Banking - Corporate Finance	Investment Banking - Mergers & Acquisitions	Investment Banking - Real Estate	Investment Banking - Sales & Trading	Financial / Treasury Analysis	Portfolio Management / Brokerage	Insurance - Underwriting	Insurance - Claims	Design /Graphic Arts	Media Planning	Reporting	Production	Public Relations	Writing / Editing
Electrical Engineering																$33,500 2	$31,500 1	$30,720 1
Environmental Engineering																		
Industrial Engineering		$30,600 1														$32,100 1		
Mechanical Engineering													$27,300 1					
Metallurgical Engineering																		
Mining Engineering																		
Nuclear Engineering																		
Petroleum Engineering																		
Textile Engineering																		
Engineering Technology																		
Industrial Technology																		
Agribusiness		$28,800 1																
Animal Sciences																		
Plant Sciences																		
Natural Resources																		
Other Agricultural Sciences																		
Computer Science											$18,800 1					$26,275 1		$24,000 1
Computer Programming																		
Information Sciences & Systems																		
Systems Analysis																		

FUNCTIONAL AREA

CONTINUED ...

	FINANCE												COMMUNICATIONS					
	Accounting (Public)	Accounting (Private)	Commercial Banking (Consumer)	Commercial Banking (Lending)	Investment Banking - Corporate Finance	Investment Banking - Mergers & Acquisitions	Investment Banking - Real Estate	Investment Banking - Sales & Trading	Financial / Treasury Analysis	Portfolio Management / Brokerage	Insurance - Underwriting	Insurance - Claims	Design / Graphic Arts	Media Planning	Reporting	Production	Public Relations	Writing / Editing
Allied Health																		
Health Sciences																		
Nursing																		
Pharmacy																		
Actuarial																		
Architectural & Environmental Design																		
Biological																		
Chemistry																		
Geological																		
Mathematics (incl. Statistics)												$25,700 1						
Physics																$23,912 1		
Other Physical & Earth Sciences																		
Polymer Science																		
Textile Science																		

BACHELOR'S SUMMARY

Nontechnical Curricula	$26,293 357 $29,500 $22,500	$24,142 118 $27,999 $19,200	$18,903 12	$22,873 20 $26,000 $20,000	$25,640 4	$21,334 1	$27,000 3		$25,357 30 $30,000 $20,400	$20,200 4	$22,056 18	$21,220 16	$15,696 9	$21,607 5	$18,587 3	$19,931 4	$18,844 10	$16,590 6
Technical Curricula		$29,700 2									$18,000 1	$25,700 1	$27,300 1			$29,607 5	$31,500 1	$27,350 2

More Job Functions On Next Page ...

FUNCTIONAL AREA CATEGORIES -Continued . . .

Bachelor's Degree Curricula	MARKETING							PUBLIC ADMINISTRATION							ENGINEERING			
	Advertising	Brand / Product Management	Buyer / Merchandising	Distribution	Market Research	Purchasing	Sales	Executive, Legislative, & General	Finance, Taxation, Monetary Policy	Economic Programs	Law Enforcement	Military	National Security	Urban / Regional Planning	Bioengineering	Design/ Construct	Environmental/ Sanitation	Manufacturing / Industrial
Accounting									$23,250 2			$19,483 1						
Business Administration - incl. Management Science		$23,110 4	$25,748 8	$21,700 2	$26,000 1	$16,200 1	$24,232 23 $28,800 $20,000	$21,375 4	$24,996 1			$15,738 2						
Distribution Management				$24,662 5			$24,000 1					$21,800 1						
Economics & Finance (incl. Banking)		$17,600 2	$23,000 1				$22,286 11			$18,000 1		$20,547 4						
Hotel / Restaurant Management		$27,000 1																
Human Resources (incl. Labor Relations)							$22,025 4											
Management Information Systems		$31,992 1					$31,990 3											
Marketing / Marketing Management (incl. Research)		$24,793 11	$24,375 12	$26,000 1	$23,380 2	$19,483 1	$23,186 95 $27,000 $17,500		$18,000 1			$15,738 1						
Real Estate																		
Advertising	$19,000 2																	
Communications	$15,500 1	$22,250 4	$20,000 1	$15,500 1			$16,720 5	$13,800 2				$15,800 1						$37,280 1
Journalism	$16,000 2						$18,717 3											
Telecommunications / Broadcasting							$20,005 1											
Elementary Education																		
Pre-Elementary Education																		
Physical Education							$22,000 1				$25,000 1							
Special Education																		

CONTINUED ...

	MARKETING							PUBLIC ADMINISTRATION							ENGINEERING			
	Advertising	Brand /Product Management	Buyer / Merchandising	Distribution	Market Research	Purchasing	Sales	Executive, Legislative, & General	Finance, Taxation, Monetary Policy	Economic Programs	Law Enforcement	Military	National Security	Urban / Regional Planning	Bioengineering	Design/ Construct	Environmental/ Sanitation	Manufacturing / Industrial
Human Ecology		$21,600 1					$10,920 1											$24,150 2
Textiles & Clothing			$23,000 4															
Merchandising Management		$21,000 1					$26,000 1											
Foreign Languages												$16,056 1						
Letters	$15,000 1	$20,500 1					$31,500 1	$13,440 1				$16,800 1						
Visual & Performing Arts																		
Humanities-Other							$27,000 2					$18,600 1						
Criminal Justice											$17,500 1							
History												$24,000 1						
Political Science / Government							$22,100 5		$28,000 1			$25,831 3						
Psychology							$29,000 2											
Sociology																		
Social Sciences-Other			$20,000 1									$25,000 1						
Aerospace & Aeronautical Engineering																$31,163 8		
Agricultural Engineering																$32,000 1		$21,000 1
Architectural Engineering																$26,350 2		
Bioengineering & Biomedical Engineering							$28,000 2											
Chemical Engineering																$34,087 3	$23,700 1	$33,000 6
Civil Engineering														$27,500 1		$26,322 83 $32,990 $22,731	$27,172 11	$26,016 5
Computer Engineering																		$30,000 1

FUNCTIONAL AREA

	MARKETING							PUBLIC ADMINISTRATION							ENGINEERING			
	Advertising	Brand / Product Management	Buyer / Merchandising	Distribution	Market Research	Purchasing	Sales	Executive, Legislative, & General	Finance, Taxation, Monetary Policy	Economic Programs	Law Enforcement	Military	National Security	Urban/Regional Planning	Bioengineering	Design/ Construct	Environmental/ Sanitation	Manufacturing / Industrial
Electrical Engineering							$32,900 3	$24,700 1				$29,133 4				$31,902 31 $33,500 $30,800	$33,400 1	$32,636 41 $34,000 $30,600
Environmental Engineering																		
Industrial Engineering						$28,500 1	$30,534 10									$31,751 2		$31,300 68 $33,300 $28,800
Mechanical Engineering		$33,000 1					$31,200 6		$27,500 1							$32,081 62 $36,000 $28,800		$32,000 80 $34,700 $28,000
Metallurgical Engineering																$31,867 3		$31,533 9
Mining Engineering							$34,000 1											$36,000 1
Nuclear Engineering																$30,396 1		
Petroleum Engineering																$33,400 3		$30,000 1
Textile Engineering																		
Engineering Technology							$22,500 2									$31,240 2		$29,906 19
Industrial Technology																		
Agribusiness							$23,825 4											
Animal Sciences																		
Plant Sciences																		
Natural Resources																		
Other Agricultural Sciences																		
Computer Science												$25,353 1						$34,020 1
Computer Programming																		
Information Sciences & Systems												$19,483 1						
Systems Analysis																		

	MARKETING							PUBLIC ADMINISTRATION							ENGINEERING			
	Advertising	Brand/ Product Management	Buyer / Merchandising	Distribution	Market Research	Purchasing	Sales	Executive, Legislative, & General	Finance, Taxation, Monetary Policy	Economic Programs	Law Enforcement	Military	National Security	Urban/Regional Planning	Bioengineering	Design/ Construct	Environmental/ Sanitation	Manufacturing / Industrial
Allied Health																		
Health Sciences																		
Nursing																		
Pharmacy							$32,000 2											
Actuarial																		
Architectural & Environmental Design																		
Biological							$27,500 2					$16,800 1						
Chemistry							$25,160 5											
Geological																		
Mathematics (incl. Statistics)												$19,400 2						
Physics																		
Other Physical & Earth Sciences																		
Polymer Science																		
Textile Science																		

BACHELOR'S SUMMARY

Nontechnical Curricula	$16,750 6	$23,517 26 $30,000 $18,000	$24,203 27 $27,500 $20,000	$23,134 9	$24,253 3	$17,847 2	$23,163 159 $28,000 $16,000	$18,077 7	$23,400 5	$18,000 1	$21,250 2	$20,225 18						$28,500 3
Technical Curricula		$33,000 1				$28,500 1	$28,820 37 $33,000 $23,200	$24,700 1	$27,500 1			$24,129 9		$27,500 1		$29,605 201 $34,800 $23,796	$27,384 13	$31,882 233 $34,500 $28,200

FUNCTIONAL AREA CATEGORIES - Continued . . .

Bachelor's Degree Curricula	ENGINEERING									HEALTH CARE								
	Systems/ Programming	Power Systems	Software Design & Development	Hardware Design & Development	Research & Development	Testing	Process Engineering	Project Engineering	Other Engineering	Administrative - Health Care	Industrial Hygiene	Medical Technology	Nursing / Personal Care	Occupational Therapy	Pharmacist	Physical Therapy	Respiratory Therapy	Other Health Related
Accounting									$25,200 1									
Business Administration - incl. Management Science								$35,400 1		$21,375 2					$30,200 1			$18,000 1
Distribution Management																		
Economics & Finance (incl. Banking)																		
Hotel / Restaurant Management																		
Human Resources (incl. Labor Relations)																		
Management Information Systems																		
Marketing / Marketing Management (incl. Research)										$19,413 1								
Real Estate																		
Advertising																		
Communications																		
Journalism																		
Telecommunications / Broadcasting																		
Elementary Education																		
Pre-Elementary Education																		
Physical Education																		$16,000 1
Special Education																		

Curriculum - Continued

	ENGINEERING									HEALTH CARE								
	Systems/ Programming	Power Systems	Software Design & Development	Hardware Design & Development	Research & Development	Testing	Process Engineering	Project Engineering	Other Engineering	Administration - Health Care	Industrial Hygiene	Medical Technology	Nursing / Personal Care	Occupational Therapy	Pharmacist	Physical Therapy	Respiratory Therapy	Other Health Related
Human Ecology										$13,682 1								$19,875 4
Textiles & Clothing									$27,000 1									
Merchandising Management																		
Foreign Languages																		
Letters																		
Visual & Performing Arts																		
Humanities-Other												$25,200 1						
Criminal Justice																		
History																		
Political Science / Government																		
Psychology										$13,000 1		$14,000 1	$15,600 1					$17,750 2
Sociology																		
Social Sciences-Other																		
Aerospace & Aeronautical Engineering	$27,000 1				$30,307 7	$31,300 5			$31,000 1									
Agricultural Engineering									$30,396 1									
Architectural Engineering						$27,000 1												
Bioengineering & Biomedical Engineering																		
Chemical Engineering	$36,000 1				$36,614 7	$31,920 2	$34,749 70 $37,100 $31,900	$35,650 10	$33,000 4									
Civil Engineering		$32,000 1	$23,000 1		$30,000 3	$24,960 3		$28,184 12	$27,223 17									
Computer Engineering	$30,420 3		$31,442 11	$31,173 3					$29,984 3									

Curriculum - Continued

	ENGINEERING									HEALTH CARE								
	Systems/ Programming	Power Systems	Software Design & Development	Hardware Design & Development	Research & Development	Testing	Process Engineering	Project Engineering	Other Engineering	Administrative Health Care	Industrial Hygiene	Medical Technology	Nursing / Personal Care	Occupational Therapy	Pharmacist	Physical Therapy	Respiratory Therapy	Other Health Related
Electrical Engineering	$32.314 13	$31.574 34 $33.000 $30.480	$29.610 7	$30.934 14	$28.700 23 $32.600 $25.343	$31.648 12	$33.120 2	$30.991 25 $34.700 $26.000	$29.108 34 $33.300 $25.343									
Environmental Engineering																		
Industrial Engineering	$31.784 4	$29.700 1	$37.800 1		$31.672 5	$31.500 1	$27.853 3	$31.000 4	$28.305 9									
Mechanical Engineering	$30.780 4	$32.494 10	$31.200 1	$31.076 10	$30.221 26 $34.320 $25.343	$29.996 9	$32.888 6	$33.080 46 $36.000 $30.000	$32.539 29 $36.120 $30.000									
Metallurgical Engineering				$33.600 1	$31.190 2	$31.500 1	$25.000 1	$33.329 7	$31.700 4									
Mining Engineering								$32.500 1	$31.500 3									
Nuclear Engineering		$33.120 1			$30.600 1	$24.000 1			$32.400 2									$20.000 1
Petroleum Engineering							$33.333 3	$30.500 6	$37.437 10									
Textile Engineering																		
Engineering Technology	$29.800 1	$31.500 1			$37.600 1	$31.500 2		$30.400 2	$31.532 3									
Industrial Technology									$28.000 1									
Agribusiness																		
Animal Sciences																		
Plant Sciences																		
Natural Resources																		
Other Agricultural Sciences																		
Computer Science	$29.711 7		$30.014 6	$26.400 1	$30.000 1			$33.500 1	$32.550 2									
Computer Programming			$31.000 1															
Information Sciences & Systems				$30.000 1														
Systems Analysis																		

Continued . . .

	ENGINEERING									HEALTH CARE								
	Systems/ Programming	Power Systems	Software Design & Development	Hardware Design & Development	Research & Development	Testing	Process Engineering	Project Engineering	Other Engineering	Administrative - Health Care	Industrial Hygiene	Medical Technology	Nursing / Personal Care	Occupational Therapy	Pharmacist	Physical Therapy	Respiratory Therapy	Other Health Related
Allied Health										$18,133 3		$20,000 1		$25,800 1				$20,280 1
Health Sciences										$27,500 1		$25,000 4		$25,119 2				$16,500 2
Nursing										$26,000 1			$25,533 6					
Pharmacy																		
Actuarial																		
Architectural & Environmental Design																		
Biological							$42,000 1					$18,000 1						$30,000 1
Chemistry																		
Geological																		
Mathematics (incl. Statistics)	$27,600 1		$32,900 2															
Physics																		
Other Physical & Earth Sciences																		
Polymer Sciencer																		$35,000 1
Textile Science																		

BACHELOR'S SUMMARY

Nontechnical Curricula								$35,400 1	$23,600 2	$17,703 5		$19,000 2	$15,000 1		$30,200 1			$18,025 8
Technical Curricula	$31,142 35 $33,560 $27,600	$31,766 48 $73,696 $30,000	$30,734 30 $34,200 $25,343	$30,912 30 $33,000 $28,500	$30,583 78 $35,880 $25,343	$30,302 37 $32,769 $27,000	$34,249 91 $36,900 $30,000	$32,406 114 $36,800 $28,000	$30,769 123 $36,000 $25,343	$21,388 5		$23,002 6	$25,533 6	$75,346 3				$22,213 6

FUNCTIONAL AREA CATEGORIES - Continued

Bachelor's Degree Curricula	SOCIAL SERVICES				COMPUTER SCIENCE			OTHER FUNCTIONAL AREAS										
	Administration Social Services	Counseling	Fundraising Development	Social Work	Computer Programming	Information Systems	Computer Systems Analysis	Actuarial	Agricultural / Natural Resources	Architecture	Consulting	Human Resources Industrial Relations	Management Trainee	Mathematician/ Statistician	Paralegal	Research (Nontechnical)	Research (Technical)	Teaching
Accounting					$24,960 1	$28,800 1					$26,500 2		$23,765 8					
Business Administration - incl. Management Science			$20,000 1			$27,250 4	$27,125 4				$24,957 7	$21,554 9	$19,924 72 $23,000 $15,000					
Distribution Management													$23,433 3					
Economics & Finance (incl. Banking)						$21,000 1					$25,945 9		$21,557 23 $28,000 $15,600					
Hotel / Restaurant Management													$19,820 18					
Human Resources (incl. Labor Relations)												$23,750 4	$24,000 3					
Management Information Systems					$25,588 5	$26,309 39 $29,120 $22,000	$27,642 13											
Marketing / Marketing Management (incl. Research)					$14,400 1	$21,800 1							$20,339 48 $25,000 $17,000					
Real Estate																		
Advertising													$19,000 1					
Communications		$22,000 1									$23,486 3		$18,680 10					$18,400 1
Journalism													$20,000 1					$12,000 1
Telecommunications / Broadcasting																		
Elementary Education												$19,290 1						$18,558 114 $24,000 $10,000
Pre-Elementary Education				$9,948 1														$13,350 4
Physical Education																		$20,171 13
Special Education																		$19,529 19

Curriculum Continued

	SOCIAL SERVICES				COMPUTER SCIENCE			OTHER FUNCTIONAL AREAS									
	Administration - Social Services	Counseling	Fundraising / Development	Social Work	Computer Programming	Information Systems	Computer Systems Analysis	Acutarial	Agricultural / Natural Resources	Architecture	Counsulting	Human Resources / Industrial Relations	Management Trainee	Mathematician/ Statistician	Paralegal	Research (Nontechnical)	Research (Technical)	Teaching
Human Ecology		$10,000 1		$17,148 1							$23,933 3		$15,853 3					$17,325 11
Textiles & Clothing													$17,920 5					
Merchandising Management													$17,541 19					
Foreign Languages													$19,700 1					
Letters	$11,500 1												$21,000 2		$21,000 1			$16,823 14
Visual & Performing Arts													$17,000 1					$19,015 18
Humanities-Other				$19,400 1									$18,500 1					
Criminal Justice													$23,250 2					$22,500 1
History										$20,000 1								$19,000 1
Political Science / Government			$16,450 2										$18,589 7		$17,000 1			$18,944 1
Psychology		$15,419 7				$24,200 1							$17,250 2					$18,000 1
Sociology		$16,320 1		$19,224 3									$24,000 1					
Social Sciences-Other	$18,000 1	$15,000 1	$13,000 1	$16,600 2														$19,130 1
Aerospace & Aeronautical Engineering																		
Agricultural Engineering																		
Architectural Engineering																		
Bioengineering & Biomedical Engineering																		
Chemical Engineering																		
Civil Engineering											$20,667 3							
Computer Engineering																		

Curriculum - Continued

Curriculum	SOCIAL SERVICES				COMPUTER SCIENCE			OTHER FUNCTIONAL AREAS										
	Administration Social Services	Counseling	Fundraising / Development	Social Work	Computer Programming	Information Systems	Computer Systems Analysis	Actuarial	Agricultural / Natural Resources	Architecture	Consulting	Human Resources / Industrial Relations	Management Trainee	Mathematician/ Statistician	Paralegal	Research (Nontechnical)	Research (Technical)	Teaching
Electrical Engineering					$33,300 1	$31,824 1					$30,950 6		$31,133 3					
Environmental Engineering																		
Industrial Engineering									$30,000 1		$29,450 4		$29,760 2					
Mechanical Engineering							$26,000 1											
Metallurgical Engineering																		
Mining Engineering																		
Nuclear Engineering																		
Petroleum Engineering																		
Textile Engineering																		
Engineering Technology							$30,000 1						$31,800 1					
Industrial Technology													$13,000 1					
Agribusiness									$17,833 3				$24,000 1					
Animal Sciences									$19,000 3									
Plant Sciences									$21,000 1		$22,000 1							
Natural Resources									$22,000 1									
Other Agricultural Sciences													$15,118 1					$25,980 1
Computer Science					$27,882 47 $32,400 $21,000	$27,171 13	$29,580 28 $33,000 $25,020				$29,040 1		$28,000 1	$22,265 1				$13,000 1
Computer Programming					$25,257 4													
Information Sciences & Systems					$25,078 10	$26,919 8	$28,342 7											
Systems Analysis																		

Curriculum - Continued

Curriculum	SOCIAL SERVICES				COMPUTER SCIENCE			OTHER FUNCTIONAL AREAS										
	Administration Social Services	Counseling	Fundraising / Development	Social Work	Computer Programming	Information Systems	Computer Systems Analysis	Actuarial	Agricultural / Natural Resources	Architecture	Counsulting	Human Resources / Industrial Relations	Management Trainee	Mathematician/ Statistician	Paralegal	Research (Nontechnical)	Research (Technical)	Teaching
Allied Health	$15,680 1												$22,000 1					
Health Sciences		$13,000 1	$20,000 1	$16,800 1														
Nursing																		
Pharmacy																	$32,040 3	
Actuarial								$31,867 3										
Architectural & Environmental Design										$17,663 4								
Biological		$11,440 1							$23,000 1								$10,000 1	$10,654 4
Chemistry																	$14,000 1	
Geological											$21,000 2							$18,750 2
Mathematics (incl. Statistics)					$22,750 4		$25,650 4	$28,250 2			$19,000 1			$21,505 5				$20,398 19
Physics					$25,500 2													
Other Physical & Earth Sciences									$18,000 1									
Polymer Science																		
Textile Science																		

BACHELOR'S SUMMARY

Nontechnical Curricula	$15,150 2	$15,568 11	$16,475 4	$17,109 8	$23,991 7	$26,171 47 $28,800 $22,000	$27,520 17			$26,000 1	$25,134 24 $28,200 $24,000	$22,813 14	$20,017 231 $25,000 $15,000		$19,000 2			$18,533 200 $23,940 $10,000
Technical Curricula	$15,680 1	$12,220 2	$20,000 1	$16,800 1	$27,822 60 $32,000 $20,100	$27,291 22 $31,824 $25,000	$28,914 41 $32,400 $25,000	$30,420 5	$20,136 11	$17,663 4	$27,530 18		$25,353 11	$21,032 8			$24,824 5	$19,672 19

AVERAGE YEARLY SALARY OFFERS
Master's Degree Candidates

(Data Combined for Men and Women)

Graduate Program	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1989	Percentiles		
	January 1990	January 1990	September 1989		90th	50th	10th
BUSINESS							
Accounting	74	**$30,336**	$28,849	5.2%	$34,500	$31,000	$24,000
MBA-Nontechnical undergraduate							
1 year or less	42	**30,833**	33,873	-9.0	36,400	30,500	24,500
1 to 2 years	17	**42,059**	41,283	*	*	*	*
2 to 4 years	16	**41,850**	42,952	*	*	*	*
Over 4 years	19	**45,999**	44,529	*	*	*	*
MBA-Technical undergraduate degree							
1 year or less	5	**39,924**	37,102	*	*	*	*
1 to 2 years	2	**39,000**	44,282	*	*	*	*
2 to 4 years	5	**58,020**	46,921	*	*	*	*
Over 4 years	3	**67,333**	49,296	*	*	*	*
MS-Business	9	**31,067**	33,244	*	*	*	*
Public Administration	+	+	N/A	N/A			
Economics & Finance	7	**27,314**	34,050	*	*	*	*
Labor/Industrial Relations (incl. Human Resources)	2	**30,000**	31,947	*	*	*	*
Management Information Systems	2	**36,500**	32,067	*	*	*	*
Marketing/Marketing Management (incl. Marketing Research)	2	**27,906**	34,105	*	*	*	*
COMMUNICATIONS							
Advertising	+	+	+				
Communications	3	**29,000**	23,520	*	*	*	*
Journalism	+	+	23,240				
EDUCATION							
Education Administration	3	**22,800**	23,971	*	*	*	*
Elementary Education	10	**22,528**	22,037	*	*	*	*
Physical Education	+	+	12,000				
Reading Education	+	+	16,380				
Special Education	5	**21,498**	21,810	*	*	*	*
HUMANITIES & SOCIAL SCIENCES							
Foreign Languages	+	+	18,054				
Letters (incl. Eng. Lit. etc)	1	**12,000**	24,334	*	*	*	*
Visual & Performing Arts	+	+	19,945				
Humanities-Other	+	+	32,000				
History	+	+	19,185				
Political Science/Government	+	+	29,409				
Psychology	2	**32,200**	24,390	*	*	*	*
Sociology	+	+	24,272				
Social Sciences	1	**23,419**	26,030	*	*	*	*
ENGINEERING							
Aerospace & Aeronautical	6	**35,845**	34,381	*	*	*	*
Agricultural	+	+	32,400				
Bioengineering & Biomedical	+	+	34,930				
Chemical	8	**35,114**	35,952	*	*	*	*
Civil	34	**31,374**	30,833	1.8	36,120	31,000	25,476
Computer	1	**39,364**	36,760	*	*	*	*
Electrical	28	**35,906**	36,215	-0.9	39,500	36,000	30,620
Industrial	7	**37,557**	34,295	*	*	*	*
Mechanical	10	**34,832**	35,131	*	*	*	*
Metallurgical	+	+	35,039				
Mining	1	**30,000**	31,920	*	*	*	*
Nuclear	+	+	34,888				
Petroleum	4	**38,700**	38,231	*	*	*	*

N/A - No historic data available
* Not computed for fewer than 20 offers

Continued . .

AVERAGE YEARLY SALARY OFFERS

Master's Degree Candidates

(Data Combined for Men and Women)

Graduate Program	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1989	Percentiles		
	January 1990	January 1990	September 1989		90th	50th	10th
Continued . .							
HEALTH SCIENCES							
Allied Health	1	**$34,248**	$27,753	*	*	*	*
Health Sciences	2	**20,800**	22,572	*	*	*	*
Nursing	*	*	26,780				
SCIENCES							
Agricultural & Natural Resources	*	*	23,835				
Architectural & Environment Design	*	*	27,327				
Biological	*	*	25,063				
Chemistry	1	**35,000**	31,382	*	*	*	*
Computer Science	20	**34,736**	35,690	-2.7 %	$39,500	$35,900	$28,000
Geological Sciences	10	**32,301**	31,148	*	*	*	*
Mathematics	7	**32,907**	30,932	*	*	*	*
Physics	2	**29,875**	30,686	*	*	*	*
Polymer	2	**34,980**	34,137	*	*	*	*
	374						

Doctoral Candidates

BUSINESS							
Business Administration & Management	*	*	$47,333				
Computer & Information Sciences	1	**$58,000**	49,743	*	*	*	*
Economics & Finance	1	**38,000**	38,060	*	*	*	*
EDUCATION							
Education Administration	4	**37,450**	44,168	*	*	*	*
HUMANITIES & SOCIAL SCIENCES							
English	*	*	24,125				
Foreign Languages	*	*	25,250				
Humanities	1	**24,000**	N/A	N/A	*	*	*
Psychology	*	*	32,965				
Sociology	*	*	27,000				
Social Sciences	4	**31,200**	N/A	N/A	*	*	*
ENGINEERING							
Aerospace	1	**50,000**	49,493	*	*	*	*
Chemical	7	**47,860**	47,717	*	*	*	*
Civil	*	*	39,438				
Computer	*	*	52,433				
Electrical	3	**58,667**	50,482	*	*	*	*
Industrial	*	*	N/A	N/A			
Mechanical	2	**45,500**	46,771	*	*	*	*
Metallurgical	2	**52,560**	48,464	*	*	*	*
SCIENCES							
Agricultural & Natural Resources	2	**33,550**	43,278	*	*	*	*
Biological	*	*	50,000				
Chemistry	6	**39,383**	43,147	*	*	*	*
Geology & Geological Sciences	*	*	33,431				
Mathematics	2	**36,000**	45,438	*	*	*	*
Physics	3	**42,293**	42,263	*	*	*	*
Polymer	*	*	44,626				
	39						

N/A - No historic data available
* Not computed for fewer than 20 offers

ECPO

Alfred University
Babson College
Bard College
Bentley College
Boston College
Boston University
University of Bridgeport
Brown University
Buffalo State College
Clarkson University
Columbia University
University of Connecticut
Cornell University
CUNY-Bernard M. Baruch
CUNY-Baruch College-Business & Public Administration
CUNY-City College
CUNY-Graduate School & University Center
CUNY-Hunter College
Dartmouth College
Eastern Nazarene College
Fordham University - Lincoln Center
Fordham University
Franklin Pierce College
Husson College
Ithaca College
The King's College
LeMoyne College
Long Island University
University of Maine - Orono
Manhattan College
Manhattanville College
Marist College
MIT
MIT - Sloan School of Management
University of Massachusetts-Amherst
Mount Holyoke College
New Hampshire College
New School for Social Research-Graduate School
Northeastern University
Pace University - New York City
Pace University - Westchester
Polytechnic University
Pratt Institute
Regis College
Rensselaer Polytechnic University
University of Rhode Island
Roberts Wesleyan College
University of Rochester
University of Rochester - W.E. Simon Graduate School of Business
Sacred Heart University
Saint Anselm College
St. John Fisher College
St. Joseph's College
St. Joseph's University
SUNY-Buffalo
SUNY-Cortland
SUNY-Geneseo
SUNY-Plattsburgh
SUNY-Purchase
Syracuse University
Union College
Vassar College
Wells College
Williams College
Worcester Polytechnic Institute

MAPA

Bloomsburg University
Bluefield State College
Bryn Mawr College
Bucknell University
California University of Pennsylvania
Capitol College
Carnegie-Mellon University
Catholic University of America
Centenary College
Delaware State College
University of Delaware
University of District of Columbia
Drew University
Elizabethtown College
Fairleigh Dickinson - Rutherford
Fairleigh Dickinson - Teaneck
Gannon University
Georgetown University
George Washington University
Gettysburg College
Glenville State College
Grove City College
Hampden-Sydney College
Haverford College
James Madison University
Juniata College
Kutztown University
Lafayette College
LaSalle University
Lehigh University
Lock Haven University
Mansfield University
University of Maryland - Baltimore County
University of Maryland - College Park
Marymount University Graduate School
Neumann College
New Jersey Institute of Technology
Penn State University
Penn State - Behrend College
Penn State - Capitol Campus
University of Pennsylvania
University of Pittsburgh
Point Park College
Princeton University
Ramapo College of NJ
Rutgers University - Camden - Arts & Science
Rutgers University - Newark
Rutgers University - New Brunswick
University of Scranton
Seton Hall University
Spring Garden College
Susquehanna University
Swarthmore College
Temple University
Trenton State College
Ursinus College
Villinova University
Virginia State University
Virginia Wesleyan University
Washington & Lee University
West Virginia Institute of Technology
West Virginia University
Widener University

MCPA

Adrian College
University of Akron
Anderson University
Augustana College
Augustana College-Sioux Falls
Bowling Green University
Bradley University
Buena Vista College
Calvin College
Capital University
Case Western Reserve University
Cedarville College
Central Missouri State University
University of Chicago
University of Chicago - Graduate School of Business
University of Cincinnati
Cleveland State University
Coe College
Concordia College
Davenport College - Grand Rapids
University of Dayton
Defiance College
DePaul University
DePauw University
Doane College
Dordt College
Emporia State University
Eureka College
Ferris State University
Franciscan University - Steubenville
Grace College
Grand View College
Hanover College
IIT-Illinois Institute of Technology
University of Illinois - Chicago
University of Illinois - Chemistry & Chemical Engineering
University of Illinois - Commerce & Business
University of Illinois - Engrg.
Indiana University
Indiana University - Northwest
Indiana University / Purdue University - Indianapolis
Iowa State University - Agri.
Iowa State University - Business, Science & Humanities
Iowa State University - Design
Iowa State University - Engrg.
Iowa State University - Family & Consumer Science
Iowa State University-Veterinary Medicine
University of Iowa
University of Iowa - Engrg.
John Carroll University
Judson College
University of Kansas - Arts
University of Kansas - Business
University of Kansas - Engrg.
Kenyon College
Knox College
Lawrence University
Loras College
Mac Murray College
Manchester College
Marietta College
Marquette University
Mayville State University
Michigan State University
Michigan Tech University
University of Michigan-Ann Arbor - Engineering
University of Michigan-Dearborn
University of Minnesota - Agriculture
University of Minnesota-Carlson School of Management
Minot State University
University of Missouri - Columbia - Engineering
University of Missouri - Rolla
University of Missouri-St. Louis
Missouri Western State College
College of Mount St. Joseph
Mundelein College
Muskingum College
North Central College
University of North Dakota
Northern Illinois University
Northern Michigan University
Northland College
Northwestern College
Northwestern University
Northwestern University-Kellogg Graduate School of Business
Northwest Missouri State University
Ohio Northern University
Ohio State University - Agriculture
Ohio State University - Arts & Science
Ohio State University - Business
Ohio State University - Engrg.
Ohio University
Ohio Wesleyan University
Otterbein College
Pittsburg State University
Purdue University
Rockford College
Saginaw Valley State University
Southern Illinois University - Carbondale
Southern Illinois University - Edwardsville
Southwest Missouri State University
St. Ambrose University
College of St. Thomas
Stephens College
Taylor University
University of Toledo
Tri-State University
Washington University-School of Business
Wayne State University
Westmar College
University of Wisconsin - Eau Claire
University of Wisconsin - Green Bay
University of Wisconsin - Madison - Arts
University of Wisconsin - Madison - Business
University of Wisconsin - Madison - Engineering
University of Wisconsin - Platteville
University of Wisconsin - River Falls
College of Wooster
Wright State University
Youngstown State University

RMCPA

American Grad School of International Management - Thunderbird
University of Arizona
Brigham Young University
Carroll College
Colorado School of Mines
Colorado State University
Colorado Tech
University of Colorado
University of Denver
Eastern Montana College
Kansas State University
Montana State University
University of Montana
University of Nebraska - Lincoln
University of Nebraska - Omaha
New Mexico Institute of Mining & Technology
New Mexico State University
University of New Mexico
Northern Arizona University
University of Northern Colorado
Sioux Falls College
South Dakota School of Mines
University of South Dakota - Business
Utah State University
University of Utah
Washburn University
University of Wyoming

SCPA

Alabama A&M University
University of Alabama
University of Alabama - Engrg.
University of Alabama - Birmingham
Auburn University
Augusta College
Bellarmine College
Berry College
Catawba College
University of Central Florida
Centre College
The Citadel, Military College of South Carolina
Clemson University
Duke University
Duke University - Fuqua School of Business
East Carolina University
Eastern Kentucky University
East Tennessee State University
Elon College
Emory University - Business
Florida Atlantic University
Florida Institute of Technology
Florida State University
University of Florida
Georgia College
Georgia Institute of Technology
Georgia Southern College
Georgia Southwestern College
Georgia State University
University of Georgia
Hampton University
Jacksonville University
University of Kentucky
Louisiana College
Louisiana State University
University of Louisville
Mars Hill College
Mary Washington College
Memphis State University
Middle Tennessee State University
Millsaps College
Mississippi State University
University of Mississippi
Morehead State University
Morris College
North Carolina A&T State University
North Carolina Central University
North Carolina State University - Textiles
University of North Carolina - Asheville
University of North Carolina - Chapel Hill
University of North Carolina - Greensboro
Northeast Louisiana University
Northern Kentucky University
University of North Florida
Oglethorpe University
Old Dominion University
Presbyterian College
Queens College
Randolph-Macon Woman's College
Rollins College
University of South Alabama
University of South Carolina
University of South Carolina - Aiken
University of South Carolina - Coastal
Southern College of Technology
University of Southern Mississippi
University of South Florida
Spring Hill College
Tennessee Tech University
University of Tennessee - Chattanooga
University of Tennessee - Knoxville
Tulane University
Valdosta State College
Vanderbilt University
Vanderbilt University - Owen Grad. School of Management
Virginia Tech & State University
University of Virginia
Wake Forest University
Wake Forest University Babcock Grad. School of Management
Western Carolina University
Western Kentucky University
College of William & Mary
Winthrop College
Wofford College
Xavier University of Louisiana

SWPA

Arkansas College
Baylor University
Corpus Christi State University
Hendrix College
University of Houston
University of Houston - Clear Lake
Kansas Wesleyan
Lamar University
Langston University
Louisiana Tech University
University of North Texas
Northwestern Oklahoma State University
Oklahoma State University
Oklahoma State University - Engineering
University of Oklahoma
Pan American University
Prairie View A & M University
Sam Houston State University
Southern Methodist University
Stephen F. Austin State University
Texas A & I University
Texas A & M University
Texas Lutheran College
Texas Tech University
University of Texas - Arlington
University of Texas - Austin - Business Administration
University of Texas - Austin - Engineering
University of Texas - El Paso
University of Texas - Tyler

WCPA

Arizona State University
California Inst. of Technology
California Poly. State University - San Luis Obispo
California State Poly. University - Pomona
California State University - Fresno
California State University - Hayward
California State University - Long Beach
California State University - Los Angeles
California State University - Sacramento
University of California - Los Angeles
Gonzaga University
University of Idaho
Loyola Marymount University
Monterey Institute of International Studies
University of Nevada - Reno
Oregon State University
University of Oregon
Portland State University
University of Redlands
Saint Mary's College
San Diego State University
University of San Francisco
San Jose State University
Santa Clara University
University of Southern California
University of Southern California-Graduate School of Business
Stanford University
Washington State University
University of Washington
Westmont College